

OFFICE OF ENTERPRISE TRAINING SERVICES, HR-21

EXCELLENCE IN GOVERNMENT FELLOWS PROGRAM

Administered by
The Council for Excellence in Government

<u>Objective:</u>	To build strong public-sector leadership and management skills that focus on results.
<u>Eligibility:</u>	Federal employees at the GS-14 and GS-15 levels. Exceptional managers at the GS-13 level may also apply.
<u>Program Overview:</u>	This leadership development program is coordinated Department-wide by the Office of Enterprise Training Services (HR-21) and is administered The Council for Excellence in Government. Fellows build the leadership and management skills to lead people, communicate effectively, form partnerships, remain focused and flexible in changing work environments, and achieve important results. They leave the program knowing how to formulate a vision consistent with an agency's mission; set goals and take actions towards achieving them; and measure and achieve results in complex environments. Program participants will continue in their present positions and perform their normal duties. This program does not involve a promotion or a change in position.
<u>Components:</u>	Participants complete a self-assessment and plan their development with individualized coaching. Fellows meet for a total of 21 days over the course of a year to study in teams of 20 -25 individuals under the guidance of a professional coach. Each team identifies a significant, measurable project that can produce visible and important results within the program year and works to accomplish their project. Fellows are expected to work on assignments and projects between each session. Benchmarking site visits with leading corporations are a hallmark of the program. The program also includes guest leader visits, readings, and invitations to special Council events, such as Evenings of Excellence.
<u>Cost:</u>	Tuition is \$9, 800 and is the responsibility of the participant's organization, as are travel and per diem expenses.
<u>Program Cycle:</u>	A twelve-month program that begins October 16, 2006
<u>Continued Service Agreement:</u>	Successful applicants must sign a continued service agreement to participate in this program.
<u>Nomination Procedure:</u>	Each nomination package must be approved by the head of the participant's departmental element and coordinated through his or her training liaison/officer/coordinator. The package must include a résumé; a completed application form, which may be obtained online under "Programs," then "Excellence in Government Fellows" at www.excelgov.org ; a statement of recommendation from a senior leader, and a training request form. For those organizations currently using the Corporate Human Resource Information System (CHRIS) training workflow, please use workflow to submit your request for training enrollment. For those organizations not currently using the training workflow process, please follow your existing interoffice registration process. Nomination materials must be submitted to The Council for Excellence in Government by September 15, 2006. Please notify the Enterprise Training Services Corporate Training Officer that you have applied.
<u>Nom. Due Date:</u>	Due by September 15, 2006
<u>Additional Information</u>	More detailed information on the program is available on The Council for Excellence in Government Website www.excelgov.org , under "Programs," then "Excellence in Government Fellows."